

**Enlisted Separations  
181-CCFS-14 / Version 3  
Effective Date 09 Nov 2012**

**SECTION I. ADMINISTRATIVE DATA**

<b>All Courses Including This Lesson</b>	<u>Course Number</u>	<u>Version</u>	<u>Course Title</u>																								
	None																										
<b>Task(s) Taught(*) or Supported</b>	<u>Task Number</u>	<u>Task Title</u>																									
	None																										
<b>Reinforced Task(s)</b>	<u>Task Number</u>	<u>Task Title</u>																									
	None																										
<b>Knowledge</b>	<u>Knowledge Id</u>	<u>Title</u>	<u>Taught</u> <u>Required</u>																								
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<b>Skill</b>	<u>Skill Id</u>	<u>Title</u>	<u>Taught</u> <u>Required</u>																								
	None																										
<b>Administrative/ Academic Hours</b>	<p>The administrative/academic hours required to teach this lesson are as follows:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <th style="text-align: left;"><u>Academic</u></th> <th colspan="3" style="text-align: left;"><u>Resident Hours / Methods</u></th> </tr> <tr> <td>Yes</td> <td>0 hrs</td> <td>10 mins</td> <td>Briefing</td> </tr> <tr> <td>No</td> <td>1 hr</td> <td>25 mins</td> <td>Briefing</td> </tr> <tr> <td>Yes</td> <td>0 hrs</td> <td>0 mins</td> <td>Test Review</td> </tr> <tr> <td>Yes</td> <td>0 hrs</td> <td>0 mins</td> <td>Test</td> </tr> <tr> <td colspan="4" style="border-top: 1px solid black; padding-top: 5px;"> <div style="display: flex; justify-content: space-between;"> <span>Total Hours:</span> <span>1 hr</span> <span>35 mins</span> </div> </td> </tr> </table>			<u>Academic</u>	<u>Resident Hours / Methods</u>			Yes	0 hrs	10 mins	Briefing	No	1 hr	25 mins	Briefing	Yes	0 hrs	0 mins	Test Review	Yes	0 hrs	0 mins	Test	<div style="display: flex; justify-content: space-between;"> <span>Total Hours:</span> <span>1 hr</span> <span>35 mins</span> </div>			
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<b>Test Lesson Number</b>	<u>Hours</u>	<u>Lesson Number</u>																									
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<b>Prerequisite Lesson(s)</b>	<u>Lesson Number</u>	<u>Lesson Title</u>																									
	None																										
<b>Training Material Classification</b>	Security Level: This course/lesson will present information that has a Security Classification of: U - Unclassified.																										
<b>Foreign Disclosure Restrictions</b>	FD5. This product/publication has been reviewed by the training/educational developers in coordination with the The Judge Advocate General's Legal Center and School, Charlottesville, VA. 22803 FD authority. This product is releasable to students from all requesting foreign countries without restrictions.																										

**References**

<u>Number</u>	<u>Title</u>	<u>Date</u>	<u>Additional Information</u>
AR 635-200	Active Duty Enlisted Administrative Separations (*RAR 001, 12/17/2009) (*RAR 002, 04/27/2010) (*RAR 003, 09/06/2011)	06 Jun 2005	

**Student Study Assignment**

None

**Instructor Requirements**

Absent exceptional circumstances, this lesson should be taught by a judge advocate. MOS 27A judge advocate.

**Additional Support Personnel Requirements**

<u>Name</u>	<u>Student Ratio</u>	<u>Qty</u>	<u>Man Hours</u>
None			

**Equipment Required for Instruction**

<u>ID - Name</u>	<u>Student Ratio</u>	<u>Instructor Ratio</u>	<u>Spt</u>	<u>Qty</u>	<u>Exp</u>
None					

**Materials Required***Instructor Materials:*

None

*Student Materials:*

None

**Classroom, Training Area, and Range Requirements**

None

**Ammunition Requirements**

<u>DODIC - Name</u>	<u>Exp</u>	<u>Student Ratio</u>	<u>Instruct Ratio</u>	<u>Spt Qty</u>
None				

**Instructional Guidance**

**NOTE:** Before presenting this lesson, instructors must thoroughly prepare by studying this lesson and identified reference material.

None

**Proponent Lesson Plan Approvals**

<u>Name</u>	<u>Rank</u>	<u>Position</u>	<u>Date</u>
james.tripp1	Not available	Approver	13 Nov 2012

## SECTION II. INTRODUCTION

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Method of Instruction: Briefing  
Instr Type(I:S Ratio/Qty): 27A(null:null/0)\*  
Time of Instruction: 10 mins  
Instructional Strategy: Lecture  
Note: Marked as (\*) is derived from the parent learning object

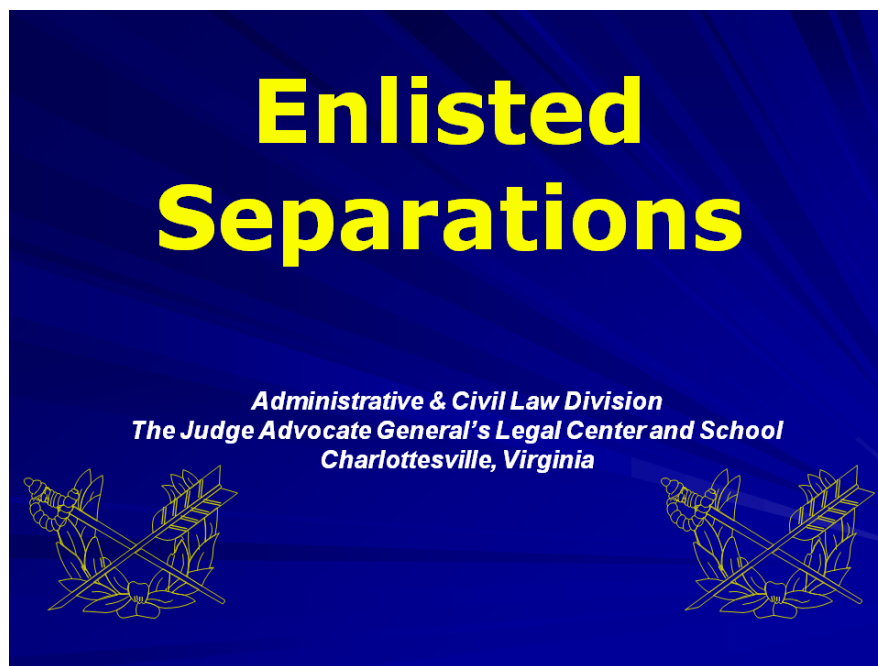
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### Motivator

As a Commander or First Sergeant you may have to separate an enlisted Soldier from the military. This is an important matter affecting that Soldier's life. It is important that you understand the process and conditions regarding enlisted separations.

"ALWAYS call your judge advocate when you have questions or concerns. Train your staff to call your judge advocate.  
Often, your judge advocate will be willing to come and train your staff."

Note: Show Slide 1



### NOTE:

2 Slide handouts  
1 benefits worksheet  
4 hours so let's get started

### Terminal

**NOTE.** Inform the students of the following Terminal Learning Objective requirements.

**Learning  
Objective**

At the completion of this lesson, you [the student] will:

Action:	Enlisted Separation Training
Conditions:	In a classroom environment learn Enlisted Separations process
Standards:	You must comprehend/understand the Enlisted Separations process IAW AR 635-200

**Safety  
Requirements**

None.

**Risk Assessment  
Level**

None

**Environmental  
Considerations**

**NOTE:** Instructor should conduct a Risk Assessment to include Environmental Considerations IAW FM 3-34.5, Environmental Considerations {MCRP 4-11B}, and ensure students are briefed on hazards and control measures.

**NOTE:** It is the responsibility of all Soldiers and DA civilians to protect the environment from damage.

**Evaluation**

NOTE: Describe how the student must demonstrate the accomplishment of the TLO. Refer student to the Student Evaluation Plan.

**Instructional  
Lead-in**

Here are the key references you should be aware of when dealing with administrative separations. The most important regulation is AR 635-200.

Note: Show Slide 2

## References

- AR 15-6, Procedure for Investigating Officers and Boards of Officers
- AR 600-8-2 Suspension of Favorable Personnel Actions (FLAGS)
- AR 600-9, The Army Weight Control Program
- AR 600-85, Army Substance Abuse Program
- AR 601-280, Army Retention Program
- **AR 635-200, Active Duty Enlisted Administrative Separations**
- AR 135-178, Enlisted Administrative Separations (USAR/NG)
- NGR 600-200, Enlisted Personnel Management (Interim Policy)

### SECTION III. PRESENTATION

**NOTE:** Inform the students of the Enabling Learning Objective requirements.

**A. ENABLING LEARNING OBJECTIVE**

<b>ACTION:</b>	Discuss the Terminology related to enlisted separations.
<b>CONDITIONS:</b>	In a classroom environment discuss the Terminology related to Enlisted Separations
<b>STANDARDS:</b>	You must comprehend/ understand Terminology related to Enlisted Separations AR 635-200

ELO A - LSA 1. Learning Step / Activity ELO A - LSA 1. Terminology

Method of Instruction: Briefing

Instr Type(I:S Ratio/Qty): 27A(/0)

Time of Instruction: 0 hrs 5 mins

Instructional Strategy: Lecture

Media Type: PowerPoint Presentation

Security Classification: This course/lesson will present information that has a  
Security Classification of: U - Unclassified.

Note: Show Slide 3



**Terminology**

- Separated = **Chaptered**
- Separation Authority = A Court Martial **Convening Authority**
- Soldier-initiated = **Voluntary**
- Command-initiated = **Involuntary**
- Initiate = **Process**

Before we get started, here is a list of terms that are often used interchangeably or even exclusively.

Separation authority doesn't always equal a court-martial convening authority or board

convening authority, but it's pretty close, particularly since DA has withheld the separation authority for LTC commanders.

Initiate and process do not mean that even the commander who initiates has to want or recommend the Soldier for separation, it may be a case where the regulation mandates at least initiating the separation, but not actually separating the Soldier.

Check on Learning: None.

Review Summary: None.

**CHECK ON LEARNING (ELO A):** None.

**REVIEW SUMMARY(ELO A):** None.

**B. ENABLING LEARNING OBJECTIVE**

<b>ACTION:</b>	Discuss Command Structure
<b>CONDITIONS:</b>	Given a classroom discuss command structure
<b>STANDARDS:</b>	You must comprehend/ understand your Command Structure related to Enlisted Separations

ELO B - LSA 1. Learning Step / Activity ELO B - LSA 1. Command Structure

Method of Instruction: Briefing

Instr Type(I:S Ratio/Qty): 27A(/0)

Time of Instruction: 0 hrs 5 mins

Instructional Strategy: Lecture

Media Type: PowerPoint Presentation

Security Classification: This course/lesson will present information that has a Security Classification of: U - Unclassified.

Note: Show Slide 4

## Command Structure

Unit	Commander	Legal Support
Combatant Command	GEN, General Court-Martial Convening Authority (GCMCA)	SJA
Corps	LTG, GCMCA	SJA
Division	MG, GCMCA	SJA
Brigade Combat Team	COL (O-6), Special Court-Martial Convening Authority (SPCMCA)	BJA/TC
Battalion	LTC (O-5), Summary Court-Martial Convening Authority (SCMCA)	BJA/TC
Company	CPT (O-3)	BJA/TC

Since the separation authority is generally a court martial convening authority, here is a rundown of the different court martial convening authorities in a typical Army command.

Check on Learning: None.

Review Summary: None.

CHECK ON LEARNING (ELO B): None.

REVIEW SUMMARY(ELO B): None.

### C. ENABLING LEARNING OBJECTIVE

<b>ACTION:</b>	Discuss Counseling
<b>CONDITIONS:</b>	Given a classroom discuss counseling
<b>STANDARDS:</b>	You must comprehend/ understand counseling related to Enlisted Separations

ELO C - LSA 1. Learning Step / Activity ELO C - LSA 1. Counseling

Method of Instruction: Briefing

Instr Type(I:S Ratio/Qty): 27A(/0)

Time of Instruction: 0 hrs 5 mins

Instructional Strategy: Lecture

Media Type: PowerPoint Presentation

Security Classification: This course/lesson will present information that has a Security Classification of: U - Unclassified.

## Counseling

- Required for:
  - Parenthood (para. 5-8), Personality Disorder (para. 5-13), Physical or Mental Condition (para. 5-17), Pregnancy (Ch. 8), Entry Level Performance (Ch. 11), Unsatisfactory Performance (Ch. 13), Misconduct (minor and pattern, paras. 14-12a + b), and Overweight (Ch. 18)
- In writing, DA Form 4856 (para. 1-16 “magic language”)
  - reasons for counseling
  - date of counseling
  - separation may be initiated
  - types and effects of discharges
- Give time to correct deficiencies

As a commanders and first sergeants, I'm sure you know the importance of counseling. For separations, counseling is extremely important. Without the proper counseling, the command will have difficulty separating a Soldier, and for the provisions listed, 635-200 requires counseling before initiating separation. Therefore, anything the Soldier does negatively should be captured in counseling the with the “magic language” on the form.

Check on Learning:           None.

Review Summary:           None.

CHECK ON LEARNING (ELO C):   None.

REVIEW SUMMARY(ELO C):       None.

D.       **ENABLING LEARNING OBJECTIVE**

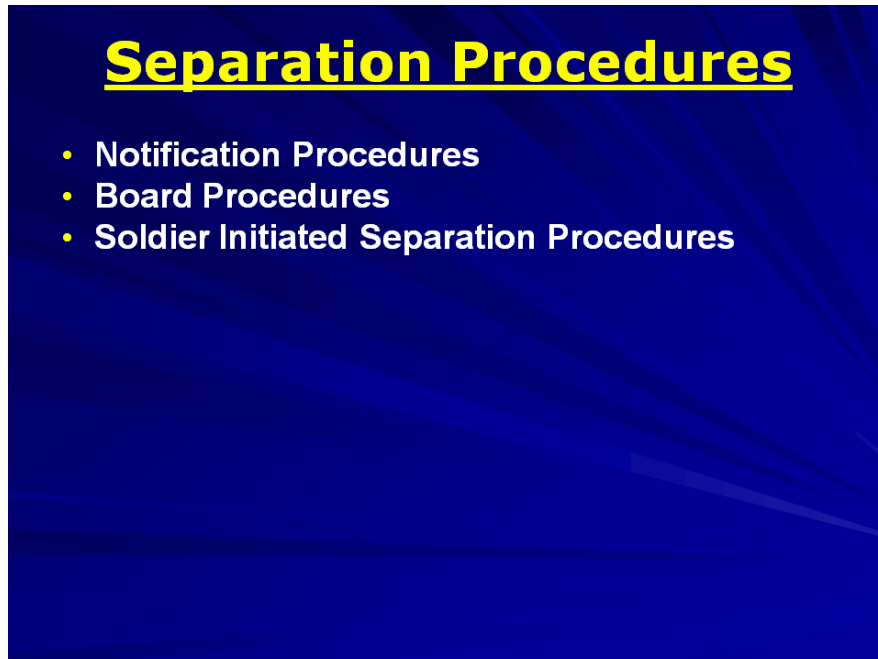
<b>ACTION:</b>	Discuss the Separation Procedures
<b>CONDITIONS:</b>	In a classroom environment discuss Separation procedures
<b>STANDARDS:</b>	You must comprehend/ understand the Separations procedures IAW AR 635-200

ELO D - LSA 1.   Learning Step / Activity ELO D - LSA 1. Separation Procedures



Method of Instruction: Briefing  
Instr Type(I:S Ratio/Qty): 27A(/0)  
Time of Instruction: 0 hrs 10 mins  
Instructional Strategy: Lecture  
Media Type: PowerPoint Presentation  
Security Classification: This course/lesson will present information that has a  
Security Classification of: U - Unclassified.

Note: Show Slide 6



Now that you understand the importance of counseling, lets go into an overview of how separations work. First, you need to understand the basic procedures the chain of command must follow when separating a Soldier. Specifically, there are three types of procedures: Notification procedures, Board procedures, and Soldier initiated separation procedures (e.g. retirement). The chain of command will use either one of the first two procedures when separating a Soldier involuntarily (i.e. the Soldier doesn't want to leave the Army). The final procedures are used when a Soldier requests to separate from the Army. Let's go into detail on each

Note: Show Slide 7

# **Notification Procedures**

## **Paper case**

- Cite allegations and reg. provisions
- Least favorable characterization
- Commander's recommended discharge (cannot use notification if recommending an OTH)
- Consult counsel
- Submit statements
- Copies
- Waive rights
- Soldier has 7 days to consult (no response = waiver)
- No legal review required (unless limited use evidence involved)
- Notification of right to board if >6 years service

Notification procedures are the fastest way to involuntarily separate a Soldier (the regulations states it should take approximately 15 working days). These procedures are essentially a paper case in which the Soldier is notified of the reason for Separation, recommended discharge and the rights listed on this slide. These procedures cannot be used when the command would like to give an other than honorable (OTH) discharge characterization to the Soldier. Additionally, these procedures are not typically used when a Soldier has more than six years of service because the Soldier has a right to a board at that point.

Note: Show Slide 8

## **Board Procedures**

- > 6 years service
- Command recommends Other than Honorable Characterization
- All notification procedure rights, plus:
  - Board hearing w/3 members
  - Counsel for representation
  - 15 days notice
  - Request witnesses
  - Challenge board members
  - Argue before the board

You should expect board procedures to take considerably longer than notification procedures (the regulations states it should take approximately 50 working days). These procedures provide all the same rights as the notification procedures along with the additional rights listed. The most important one being the Soldier's right to a hearing before 3 members.

Note: Show Slide 9

## **Soldier Initiated Separations**

- Limited Procedural Rights
  - Soldier sends DA Form 4187 w/ supporting documents thru Chain of Command
- Expiration of Service Obligation (Ch. 4)
- Convenience of the Government (Ch. 5)
  - Surviving Sons/Daughters (para. 5-4)
  - Hardship
- Retirement (Ch. 12)
- Pregnancy (Ch. 8)
- Selected Changes in Service Obligation (Ch. 16)
- Look to the specific chapter in the regulation

Finally, the last category of procedures deals with a Soldier initiated request for discharge, and it applies to the provisions listed on this slide. The request will begin by the Soldier completing a personnel action request on a 4187. Any additional procedures will depend upon the provision the Soldier requests discharge under.

Check on Learning:           None.

Review Summary:           None.

**CHECK ON LEARNING (ELO D):**   None.

**REVIEW SUMMARY(ELO D):**       None.

**E.       ENABLING LEARNING OBJECTIVE**

<b>ACTION:</b>	Discuss Characterization of Service
<b>CONDITIONS:</b>	In a classroom environment discuss the Characterizations of service
<b>STANDARDS:</b>	You must comprehend / understand the Characterizations of service IAW AR 635-200

ELO E - LSA 1.   Learning Step / Activity ELO E - LSA 1. Characterization of Service

Method of Instruction: Briefing

Instr Type(I:S Ratio/Qty): 27A(/0)

Time of Instruction: 0 hrs 10 mins

Instructional Strategy: Lecture

Media Type: PowerPoint Presentation

Security Classification: This course/lesson will present information that has a  
Security Classification of: U - Unclassified.

Note: Show Slide 10

## Characterization of Service

- Honorable
- General (under honorable conditions): Satisfactory conduct and performance
- Other than Honorable (OTH): Significant departure from expected conduct of a Soldier
- Entry Level Separation (ELS), uncharacterized, < 180 days of service
- Based on **personal conduct and performance of duty** (UCMJ, regs, directives)
- Consider: **age, length of service, grade, aptitude, physical/mental conditions**

As you can see, the characterization of Service the command wants for the Soldier impacts the procedures and time it takes to separate a Soldier (OTH requires board procedures). There are only 4 available characterizations when using an administrative separation: honorable, General, Other than Honorable, and Entry Level Separation. ELS can only occur if the Soldier has under 180 days of service.

Check on Learning: None.

Review Summary: None.

CHECK ON LEARNING (ELO E): None.

REVIEW SUMMARY(ELO E): None.

### F. ENABLING LEARNING OBJECTIVE

<b>ACTION:</b>	Discuss Common Separation Provisions
<b>CONDITIONS:</b>	In a classroom environment discuss Common Separation provisions
<b>STANDARDS:</b>	You must comprehend/understand Common Separation Provisions IAW AR 635-200

ELO F - LSA 1. Learning Step / Activity ELO F - LSA 1. Common Separation Provisions IAW AR 635-200

Method of Instruction: Briefing  
Instr Type(I:S Ratio/Qty): 27A(/0)  
Time of Instruction: 0 hrs 15 mins

Instructional Strategy: Lecture  
Media Type: PowerPoint Presentation  
Security Classification: This course/lesson will present information that has a  
Security Classification of: U - Unclassified.

Note: Show Slide 11

## **Common Separation Provisions**

- Chapter 5-8: Parenthood
- Chapter 5-13/17: Personality Disorder / Other Physical or Mental Condition
- Chapter 8: Pregnancy
- Chapter 9: Army Substance Abuse Program Failure
- Chapter 13: Unsatisfactory Performance
- Chapter 14: Misconduct
- Chapter 18: Weight Control Program Failure

We will now move on to discussing the common separation provisions many company commanders and first sergeants deal with. The provisions listed on this slide are the ones we will cover. However, these are not all the provisions available to the command group. These just represent the most common ones used.

Note: Show Slide 12

## **Convenience of the Gov't Ch. 5-8**

- **Parenthood (para. 5-8)**
  - **Parenthood interferes with duty performance, or makes the Soldier nonavailable for assignment/deployment**
  - **Family Care Plans**

The first provision deals with parenthood. The most common example of when this provision is used is when a Soldier's family care plan fails. When parenthood begins to interfere with duty and the Soldier's availability, the command should consider initiating separation under this provision.

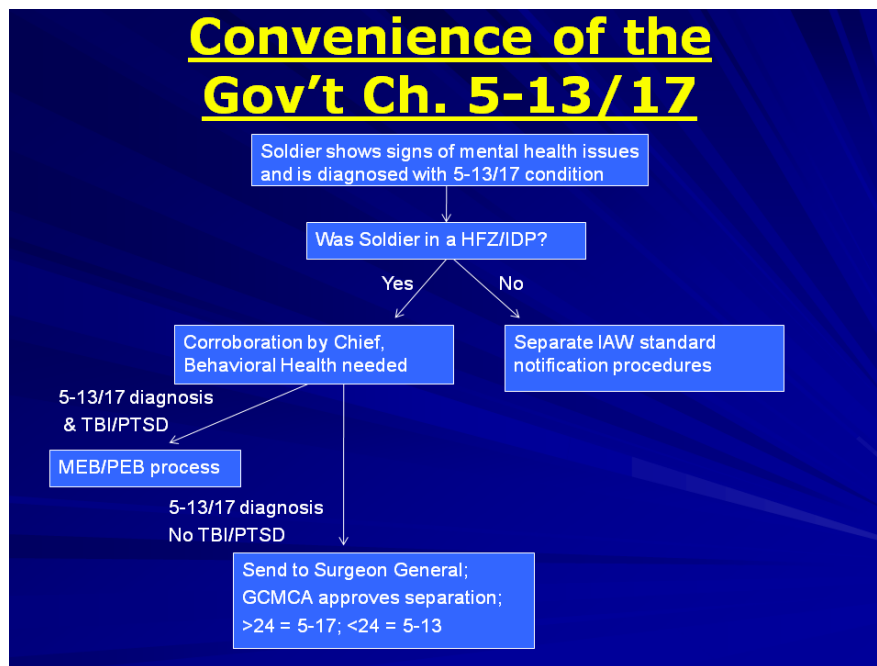
Note: Show Slide 13

## **Convenience of the Gov't Ch. 5-13/17**

- **Personality Disorder (para. 5-13)**
  - **Deeply-ingrained maladaptive behavior**
  - **If in hostile fire zone, need psychiatric diagnosis & corroboration & GCMCA is the Authority**
  - **> 24 mos. Service, 5-13; < 24 mos. Service, 5-17**
  - **Post-Traumatic Stress Disorder (PTSD) /Traumatic Brain Injury (TBI) no Ch. 5, go Medical Evaluation Board/Physical Evaluation Board (MEB/PEB)**
- **Other physical or mental condition (para. 5-17)**
  - **Interfere w/ duty but not disability**

The next provision is a hot topic due to both media and congressional oversight. When Soldier's are diagnosed with a personality disorder or other physical or mental condition, the chain of command can initiate separation under Chapter 5-13 and/or 5-17. Before 2009, the chain of command typically used notification procedures and BDE Commander's approved the Separation. In FEB 09, the Army revised how the command may use this provision.

Note: Show Slide 14



The following flowchart takes you through the new steps for a 5-13/17 separation. When a Soldier is diagnosed with a personality disorder, (BUILD SLIDE) the chain of command must determine if the Soldier has ever been deployed to a hostile fire zone (or imminent danger pay area). (BUILD SLIDE) If the answer is no, the command may initiate separation IAW with standard notification procedures. If the answer is yes (BUILD SLIDE) the chief of behavioral health must corroborate the diagnosis and determine if PTSD or TBI are significant factors in the disorder. If TBI/PTSD are significant factors (BUILD SLIDE) then the command CANNOT use 5-13 or 5-17. The Soldier may be referred to the MEB process or the command can use another separation provision. If TBI/PTSD are not present (BUILD SLIDE) then the diagnosis is forwarded to the Surgeon General for corroboration and returned to the unit. At that point the GCMCA can approve the 5-13/17 separation.

Note: Show Slide 15



## **Pregnancy Ch. 8**

- **Must approve, except:**
  - **Other chapter or investigation/charges**
- **Counseling required (not negative counseling)**
- **NLT 30 days from delivery date or other Dr. specified date**
- **Characterization: honorable, general (if notified properly)**
- **Separation Authority: LTC**

The next common chapter you will see is Chapter 8 pregnancy. This provision is initiated by the Soldier and the command must approve the request unless there is another chapter the Soldier can be separated under (e.g. Misconduct) or the Soldier is under investigation or facing a court martial. When a Soldier becomes pregnant, the Chain of command is required to counsel the Soldier on her options. This is not negative counseling. It is strictly used to inform the Soldier about the option to separate. If the Soldier elects to separate, the separation date will be NLT 30 days from delivery date or other Dr. Specified date.

Note: Show Slide 16

## **ASAP Failure Ch. 9**

- Enrolled in Army Substance Abuse Program (ASAP) (AR 600-85)
- Failure: lacks potential for future service and further rehabilitation not practical or long-term civilian rehabilitation required
- Must initiate if a rehab failure
- Army Directive 2012-07
- Separation Authority: LTC
- Characterization: honorable, general, ELS
  - Must give honorable if use limited use evidence

When a Soldier is enrolled in ASAP and at some point deemed a rehab failure. The chain of command must initiate separation under Chapter 9. Also be aware of the recent Army directive establishing a 12 months probationary period for a Soldier that has successfully completed the ASAP program or been removed for whatever reason. If a Soldier is involved in drug or alcohol incident within 12 months of successfully completing the ASAP program or being removed for whatever reason the command must initiate separation under Chapter 9. The chain of command may also separate under other applicable provisions.

Note: Show Slide 17

## **Unsatisfactory Performance**

### **Ch. 13**

- When it is determined that he/she is unqualified for further military service because of unsatisfactory performance
- **Mandatory initiation or bar to reenlistment:**
  - **Fail Noncommissioned Officer Education System (NCOES) course**
  - **2x consecutive APFT failure**
- **Counseling required**
- **Characterization: honorable or general**
- **Separation Authority: LTC**

Chapter 13 is actually a rare provision used for separation. It is used for Soldiers who are not committing misconduct but just cannot perform in their job or adapt to the Army life. Although it is rare, you should be aware that you must either bar a Soldier from reenlistment or initiate separation of the Soldier under this provision if he or she fails out of a NCOES course or fails his or her APFT two consecutive times.

Note: Show Slide 18

## **Misconduct Ch. 14**

- **Pattern of Misconduct (para. 14-12b)**
- **Serious Offense (para. 14-12c)**
- **Counseling required for paras. 14b**
- **Characterization: general or OTH (honorable requires GCMCA)**
- **Separation Authority: SPCMCA or GCMCA for OTH**

The most common provision you will use is Chapter 14, Misconduct. Typically the misconduct is either a pattern of minor misconduct (e.g. multiple disrespect offenses and FTRs) or a serious offense (any offense that would subject the Soldier to a punitive discharge under the UCMJ if charged with a crime).

Note: Show Slide 19

## **Ch. 14 Mandatory Initiations**

- **Must initiate separation:**
  - Soldier identified as an illegal drug abuser IAW AR 600-85
  - 2 serious alcohol related incidents in 12 mos. (subjects Soldier to 1 or more years of confinement)
  - Drug offenses (e.g. trafficking)
  - 2 DUIs over career
  - 2 time positive urinalysis
- **Only GO or board can retain except for E-4 and below identified as illegal drug abuser (Army Directive 2012-07)**

You should also be aware of provision in the ASAP regulation (AR 600-85) that require you to initiate separation under Chapter 14. Any time a Soldier is involved in the offenses listed on this slide you must initiate separation. Additionally, the only individual that can retain a Soldier that was involved in these offenses is a General Officer or a Board (except for E-4 and below that are identified as illegal drug abusers; the BDE commander still has retention authority)

Note: Show Slide 20

## **Weight Control Program** **Failure Ch. 18**

- Opportunity to overcome, 3-8 lbs. p/mo
- No medical condition
- Bar to reenlist if fail to make satisfactory progress 2 consecutive mos. or after 6 mos.
- Must initiate if reentry in program w/n 12 mos. of removal from program, or after 12<mos.<36 and can't pass w/n 90 days
- AR 600-9
- Characterization: honorable
- Separation Authority: LTC

The final separation provision you should be familiar with is Chapter 18, Weight Control Program Failure. You should know that you must either bar a Soldier from reenlistment or separate them under Chapter 18 if the Soldier fails to make satisfactory progress in the program (unless a medical condition prevents satisfactory progress). Additionally, if a Soldier successfully completes the program but reenters it within 12 months, the command must initiate separation under Chapter 18. If the Soldier reenters after 12 months but before 36 months, he or she has 90 days to drop weight. If the Soldier does not drop weight, the command must initiate separation.

Check on Learning: None.

Review Summary: None.

CHECK ON LEARNING (ELO F): None.

REVIEW SUMMARY(ELO F): None.

G. ENABLING LEARNING OBJECTIVE

<b>ACTION:</b>	Discuss Separation Authorities
<b>CONDITIONS:</b>	In a classroom environment discuss Separation authorities
<b>STANDARDS:</b>	You must comprehend/ understand Separation Authorities IAW AR 635-200

ELO G - LSA 1. Learning Step / Activity ELO G - LSA 1. Separation Authorities

Method of Instruction: Briefing

Instr Type(I:S Ratio/Qty): 27A(/0)

Time of Instruction: 0 hrs 10 mins

Instructional Strategy: Lecture

Media Type: PowerPoint Presentation

Security Classification: This course/lesson will present information that has a Security Classification of: U - Unclassified.

Note: Show Slide 21



## Separation Authorities

- Under Other Than Honorable Conditions (OTH) Discharge: GCMCA or GO
- 18 yrs. of Federal Service: HQDA
- General Court-martial Convening Authority (GCMCA), all chapters except:
  - Secretary Plenary Authority (para. 5-3)
  - Reduction in force, strength limits, or budget (para. 16-7)
  - Qualitative Management Program (Ch. 19)
  - Indefinite enlistments (para. 4-4)
  - Foreign convictions (paras. 1-41 and 14-9)
  - Early release of RC personnel on AGR tour (para. 5-15)

Finally, you should understand who has the authority to separate Soldiers. First, only a GCMCA or GO with a legal advisor can separate a Soldier with an OTH discharge. Only HQDA can separate a Soldier who has more than 18 years of Federal Service. A GCMCA can also separate a Soldier for any of the provisions in the regulation EXCEPT the ones listed on this slide.

Note: Show Slide 22

## **Separation Authorities**

- **Special Courts-Martial Convening Authority (SPCMCA):**
  - Convenience of the Government (Chap. 5), except paras. 5-3 & 5-9, & maybe 5-13
  - Dependency/Hardship (Ch. 6)
  - Defective Enlistment (Ch. 7)
  - Pregnancy (Ch. 8)
  - Alcohol/Drug Rehabilitation Failure (Ch. 9)
  - Entry Level Performance (Ch. 11)
  - Retirement (Ch. 12)
  - Unsatisfactory Performance (Ch. 13)
  - **Misconduct (Ch. 14)**
  - Changes in Service Obligations (Ch. 16)
  - Failure to Meet Body Fat Standards (Ch. 18)

A SPCMCA can separate a Soldier under the following provisions; remember though only if the characterization is General or better.

Note: Show Slide23

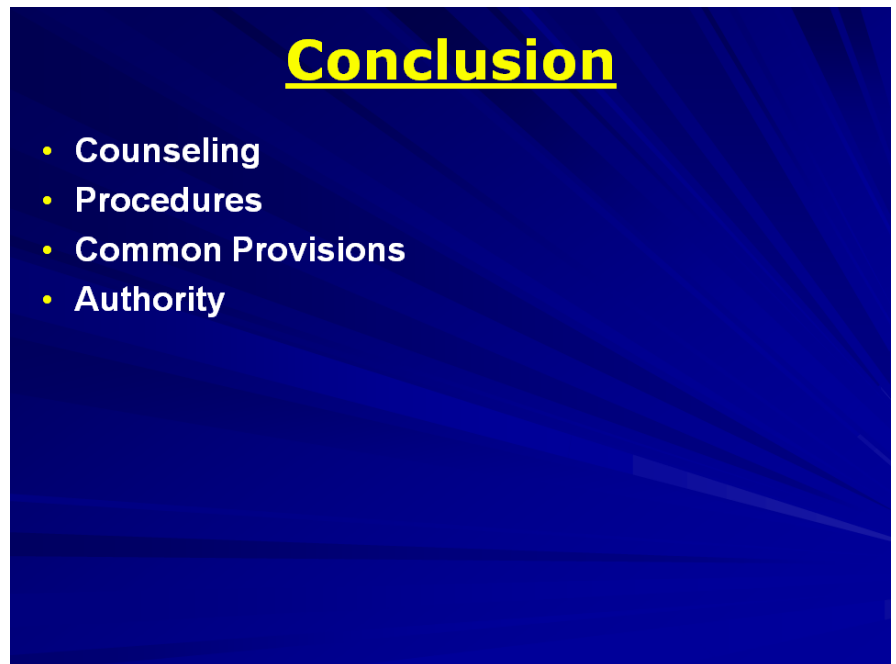
## **Separation Authorities**

- **LTC-level Commander w/ a legal advisor (including MAJ(P) in the position but not “Acting Commander”):**
  - Medical Unfitness (Ch. 5-11)
  - Pregnancy (Ch. 8)
  - Substance Abuse Rehabilitation Failure (Ch. 9)
  - Entry Level Performance (Ch. 11)
  - Unsatisfactory Performance (Ch. 13)
  - Changes in Service Obligations (Ch. 16)
  - Height/Weight (Ch. 18)

A LTC Level commander can separate a Soldier under the following provisions;  
remember though only if the characterization is General or better.

Check on Learning: None.

Review Summary: Note: Show Slide 24



This concludes your instruction on Separations. Remember  
Counseling is the first step. Thanks for your time.

**CHECK ON LEARNING (ELO G):** None.

**REVIEW SUMMARY(ELO G):** None.



#### SECTION IV. SUMMARY

Method of Instruction:	Briefing
Instr Type(I:S Ratio/Qty):	27A (null:null/0)*
Time of Instruction:	15 mins
Instructional Strategy:	Lecture

Note: Marked as (\*) is derived from the parent learning object

**Check on Learning**

None.

**Review/ Summary**

None.

## SECTION V. STUDENT EVALUATION

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### **Testing Requirements**

NOTE: Describe how the student must demonstrate the accomplishment of the TLO. Refer student to the Student Evaluation Plan.

### **Feedback Requirements**

NOTE: Feedback is essential to effective learning. Schedule and provide feedback on the evaluation and any information to help answer students questions about the test. Provide remedial training as needed.

## Appendix A - Viewgraph Masters

### Enlisted Separations 181-CCFS-14 / Version 3

Sequence	Media Name	Media Type
None		

## **Appendix B - Test(s) and Test Solution(s)**

## Appendix C - Practical Exercises and Solutions

### PRACTICAL EXERCISE(S)/SOLUTION(S) FOR LESSON 181-CCFS-14 Version 3

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## Appendix D - Student Handouts

### Enlisted Separations 181-CCFS-14 / Version 3

Sequence	Media Name	Media Type
0	Complete Presentation	PPT